



KOŠICE CITY INTEGRATION AGENDA

Integration of Third-Country Nationals in Košice

Slovakia, 2018

ETP Slovakia, 2018



Košice, 2018

Košice City Integration Agenda

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CONTENTS

Introduction	11
PART I: Background for the city integration agenda for Košice, Slovakia	13
• Perception of migration and integration in Slovakia	13
• Tradition of multicultural Košice	16
• Presence of TCN in Košice nowadays	17
→ Definition of notions	19
→ Needs of foreigners	22
→ Challenge for the city and its representatives	24
→ Integration at national level and role of self-government	25
→ Role of the migration and integration department of the migration office of the ministry of interior of the Slovak republic	26
→ Statistical overview of the presence of TCN in Košice	27
PART II: Projections	
• Projection of migration development in Slovakia	32
• Possible scenarios of presence of tcn in Košice	34
• Factors influencing possible scenarios of migration and integration development in Košice	40
PART III: Proposal part	
1. Benefits of presence of foreigners in Košice	42
2. Employment measures	43
3. Housing measures	45
4. Education measures	47
5. Measures in the sphere of social services	49
6. Measures for social and cultural integration, communication with public	50
7. Measures for vision and city integration services	51

INTRODUCTION

The City Integration Agenda for Košice represents one of the outcomes of INTEGRA international project. The aim of the project is to improve the long-term integration of TCN in the five EU member countries (Bulgaria, Croatia, Czech Republic, Italy and Slovakia) through the knowledge sharing between the cities and local governments and by creation of partnerships on a local level.

The networking process of various stakeholders participating in the integration of foreigners started at the beginning of 2018. During the spring and summer, ETP Slovakia organized two meetings of focus groups, the PhotoVoice activity, gathering of information from the questionnaires, own research and individual consultations that resulted in *City Audit Integration Report for Košice City* describing the current status. The City Integration Lab (workshop with the experts) and the round table were held in autumn. We have also elaborated separate documents prepared by the experts. The whole process of preparation of *Košice Integration Agenda* was participative and included the representatives of local government, public administration, non-government organizations, international organizations, schools and the foreigners living in Košice. Special thanks go to Dáša Vranka Knošková and Barbora Meššová for providing the concluding professional feedback.

The multicultural City of Košice welcomes with dignity the thousands of visitors coming to Košice to see the sights, history, taste local cuisine, culture or sport. However, the statistics show that every year there are more and more foreigners settling down in Košice, who came here to work, study or due to the family or security reasons. They plan to stay in Košice for several years or for a long time.

At present, there is no binding document that would govern the integration of foreigners in the City of Košice, and this topic was not on a priority list for the City of Košice. Anyway, there is an interest to solve this issue and the City of Košice understands the necessity to deal with this topic. **The elected representatives of the City create the vision of the City, initiate the changes and co-ordinate the proposed measures in everyday life.**

Košice Integration Agenda was prepared as a document describing the benefits that the foreigners bring to the City. It includes the proposals that can assist in their successful integration and help avoid potential problems in future. The document specifies various groups of citizens living in the City and presents the updated statistics on their presence in Košice. It also describes the three possible scenarios for the near future and projections. Provided the City and its partners from public administration and non-profit organizations will be well prepared, the City of Košice will become a place where everyone feels like at home. ***The Agenda communicates the main idea of the City of Košice towards the foreigners: “We know about you and we are here for you”.***

The Agenda represents a recommendation with the aim to present this topic to the representatives of the City to encourage them to start to work with it more intensively. Both documents, *City Audit Integration Report for Košice City* and *Košice Integration Agenda* are foundation to prepare the vision of the City in relation to the integration of foreigners and to propose strategic documents. The life, its variety, culture and also economic values in the City are also created by the foreigners. We have to learn to accept this fact.

PART I: BACKGROUND FOR THE CITY INTEGRATION AGENDA FOR KOŠICE, SLOVAKIA

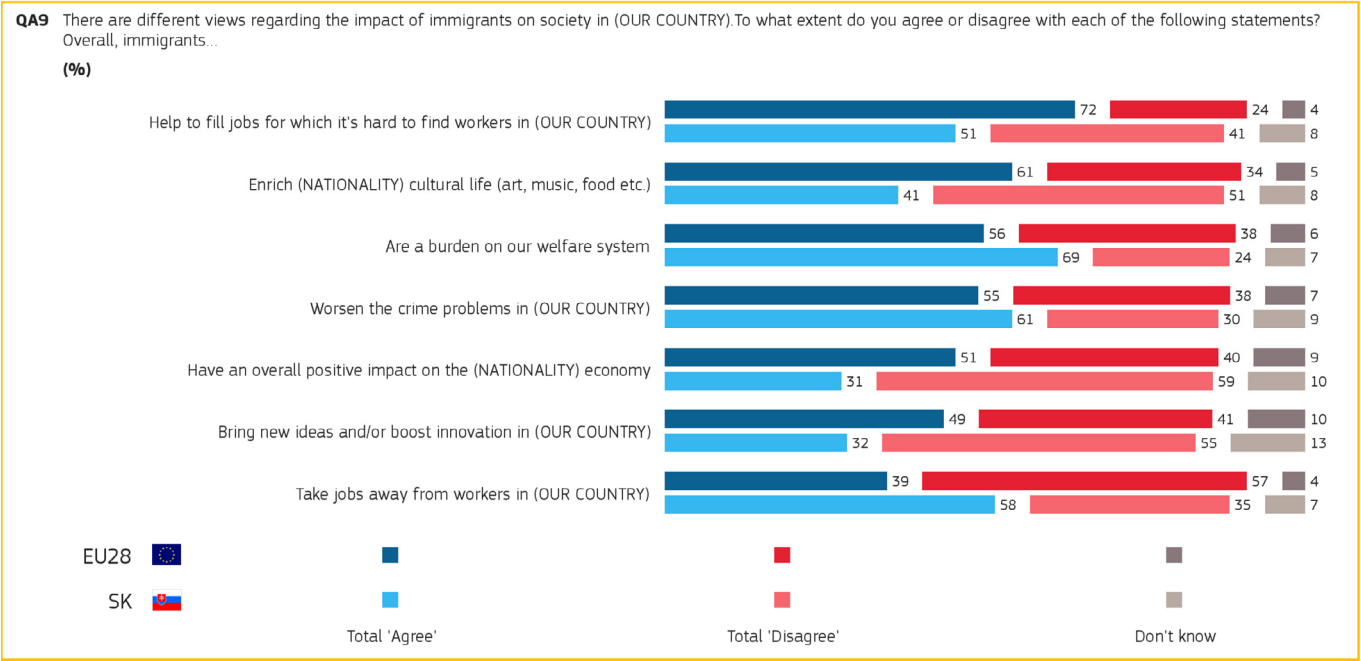
PERCEPTION OF MIGRATION AND INTEGRATION IN SLOVAKIA

The public opinion poll called “The Special Eurobarometer”¹ was conducted in autumn 2017 in all EU countries. It contained a set of questions specifically tailored to monitor the attitudes of Europeans to immigrants and their integration. For the purposes of the poll, the term immigrant refers to a person born outside the EU and currently living legally in the EU. From this poll, we select the information and results that may enable to understand the importance of the process of integration of third-country nationals (hereinafter referred to as the “TCN”) at the local level, in our case, in the City of Košice. This process should be planned, coordinated and evaluated, ideally by the self-government, i.e. by the Municipality of the City of Košice, given the fact that it is the local level that the integration takes place at.

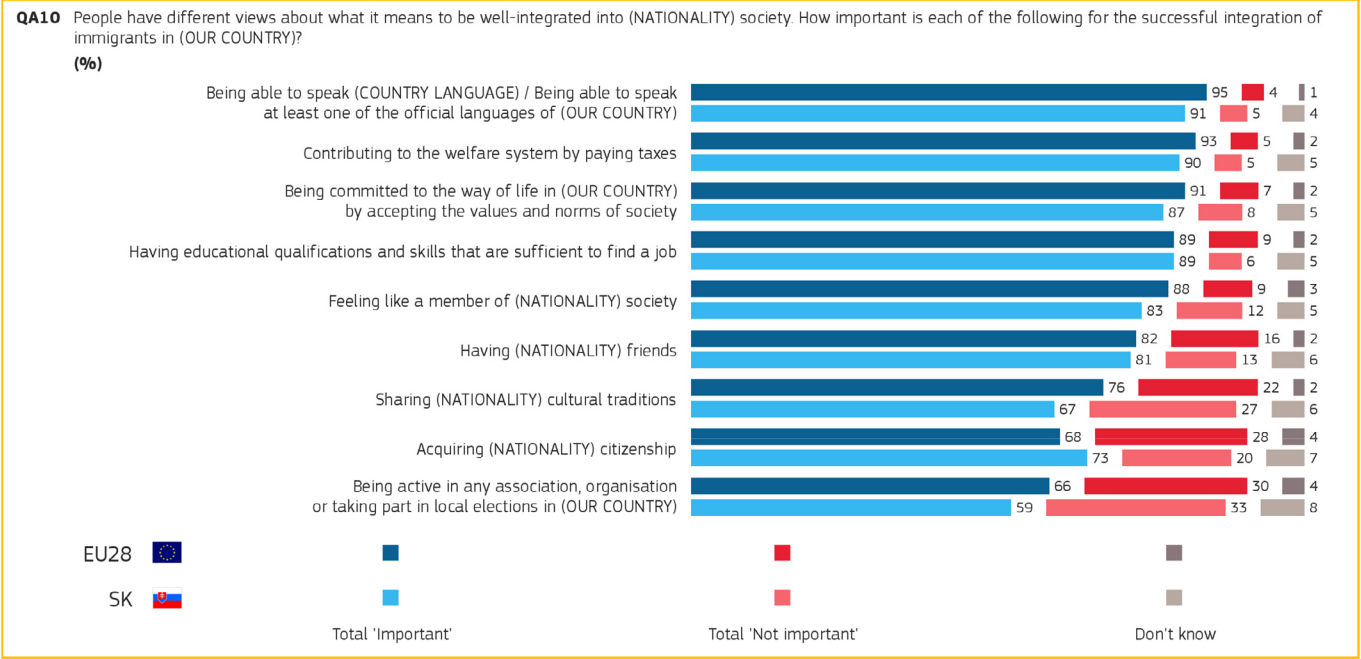
- The results pertaining to Slovakia show that up to 76 % of the population of the Slovak Republic are not well informed or not informed at all about the issues related to immigration or integration.
- Up to 39 % of the population of the Slovak Republic were not able to estimate the share of immigrants in the total population, and only 15 % of the respondents stated the correct share of immigrants (which is currently below 1 %).
- Up to 54 % of the population of the Slovak Republic perceive immigration as a problem, 28 % as both a problem and an opportunity, and only 7 % perceive it as an opportunity.
- 49 % of the Slovaks perceive the integration in the local community as successful, 33 % as unsuccessful and 18 % were unable to give their position.

¹ The Special Eurobarometer 469, Integration of immigrants in the European Union <http://ec.europa.eu/commfrontoffice/publicopinion/index.cfm/WhatsNew/index>

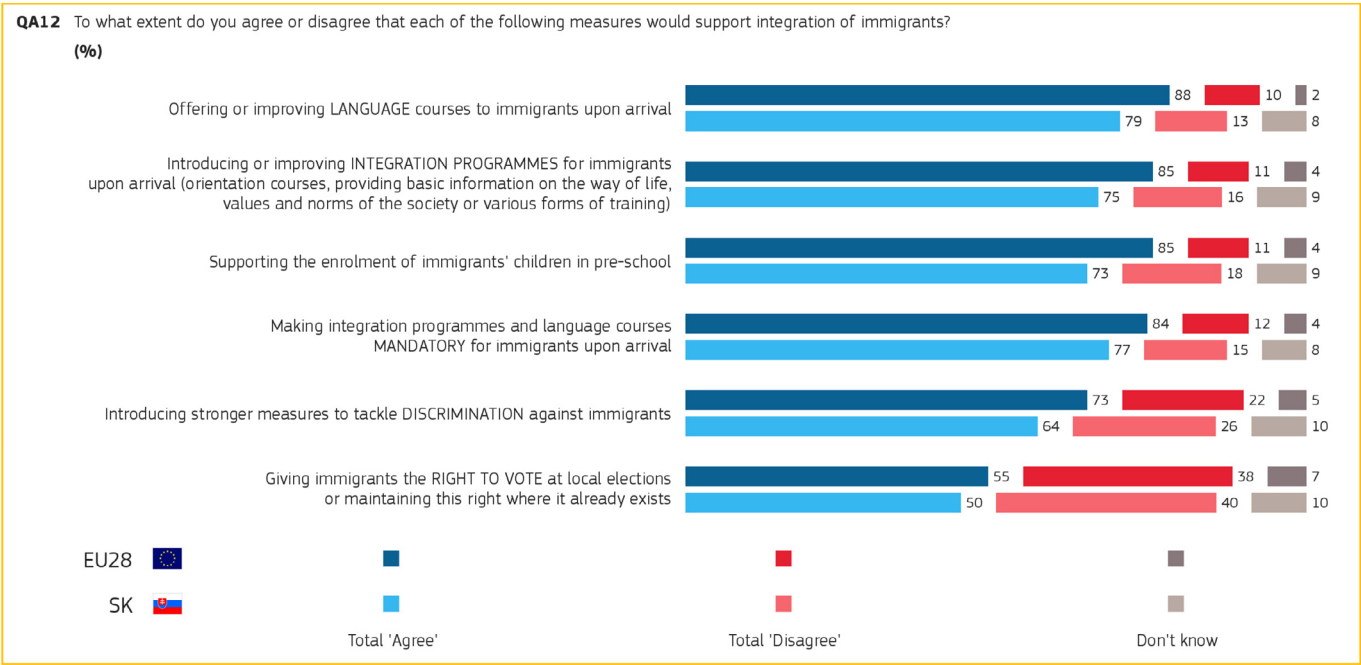
The graph below illustrates the respondents’ views on the impact of immigrants in Slovakia, and it may be concluded that immigrants are perceived in a rather negative way:



The following graph illustrates the way in which the population of the Slovak Republic perceive successful integration (given the responses, it can be stated that they expect assimilation):



Another responses show that the language is one of the key measures to support integration:



The results of the poll show that integration should not only include the provision of services related to the practical aspects of everyday life, but also work with public opinion, provision of information on the presence of foreigners in Slovakia, their benefits as well as difficulties, integration successes or challenges. The following chapters of the City Integration Agenda will address these subjects too. In the Proposal part, we describe the practical measures that we propose to implement in Košice and we equally give some examples of good practice from other cities.

TRADITION OF MULTICULTURAL KOŠICE²

Multiculturalism is defined as the coexistence of several ethno-cultural groups in one social space. In the past, Košice, similarly to other Central European cities, functioned as laboratories of socio-cultural exchange processes in which several ethno-cultural communication spaces crossed. Although, in the second half of the 20th century, Košice lost its multicultural character to a great extent, compared to other Slovak cities, it is still considered to be a city with a cosmopolitan atmosphere and persistent ethnic diversity.

The multi-ethnic character of Košice originated primarily from its location in the contact zone at the linguistic boundary between the Slovak-speaking population north of the City and the Hungarian-speaking south of it. During the High Middle Ages, however, the dominant ethnic group in the City was represented by the immigrated Germans (guests) who maintained their privileged position until the 16th century. In the changed geopolitical conditions of the Early Modern Ages, they had to share the first place with the Hungarians. However, by the 18th century, Košice was marked by the increasing dominance of the Slovak-speaking population, inhabiting mainly the growing suburbs that were gradually merging with the inner City. The intertwining and several centuries of co-existence of the three dominant ethnic groups in Košice, together with the Jews, Roma and Ruthenians in the common urban area, generated a typical feature of multi-ethnic cities – multilingualism of the local population.

The extended language repertoire of the majority of Košice residents was crucial in the later process of homogenisation and nationalisation of its ethnic identities, allowing them to switch between ethno-identification codes depending on changes in political regimes (1918 → 1938 → 1945). The Holocaust in 1944 and the struggle for the national character of the City during the 20th century, when two national regimes – Hungarian and (Czecho-) Slovak – sought to eradicate the local ethnic cultures, caused Košice to largely lose its traditional status of a “salad bowl” (also called a cultural mosaic in which several cultures co-exist) and transformed it into a “melting pot” in which its population was nationalised in favour of a national idea concerned.

In spite of the process of ethnic homogenisation – after the Second World War, in favour of the Slovak ethnicity – the ethnic diversity was not completely eliminated. In addition, in the second half of the 20th century, the immigration of the Roma increased, which made the Roma the second most numerous ethnic minority in the City today (8 % according to scientific estimates).

The political and intellectual elites of the City reflect the multicultural past and present of Košice. The idea of Košice as a city of tolerance has been an iconic image of the City since the 1990s and is an important part of self-presentation to its residents, visitors and foreign partners.

² The information was presented at a lecture given by Ondrej Ficeri on 7 November 2018 in Košická Belá, during the *Integration laboratory*. The lecture was based on the book entitled *Košice in the Slovak Historiography*, Ondrej Ficeri, 2016.

PRESENCE OF TCN IN KOŠICE NOWADAYS

The City of Košice, which is the metropolis of Eastern Slovakia, is the second largest city in Slovakia. Foreigners, especially when talking about TCN, have not been a priority for the representatives of Košice up to now. In *The Košice City Audit Report*,³ we stated that the most important document of the City of Košice, *The Košice City Development Program for 2015 – 2020 with Horizon 2025*,⁴ describes the current demographic trends in Košice (e.g. the population ageing, the youth drain from Košice to the West) but does not reflect the growing number of people coming to Košice from third countries to find employment opportunities or to settle down because of safety and good opportunities for well-being.

Foreigners as such are not defined in any other strategic document at the local level. However, the City Council of Košice took into consideration the document *Third-Country Nationals Integration Strategy* for Košice developed in 2012 by the Centre for the Research of Ethnicity and Culture (Centrum pre výskum etnicity a kultúry – CVEK), an independent non-profit organisation based in Bratislava. The document was never approved officially, nor did it become a part of the official policies of the City of Košice.

The interviews conducted with the representatives of the City of Košice indicate that its priority is to take care of its own residents who have permanent residence there. The Act No 369/1991 Coll. on the General Establishment, as amended, states: **“The basic task of the municipality in the performance of self-government is to care for the comprehensive development of its territory and the needs of its residents”** while **“the resident of the municipality is a person who has permanent residence in the municipality”** (see § 1 (2) and § 3 (1) of the Act). The provision also applies to TCN with permanent residence in the Slovak Republic.⁵

This provision may be understood as a duty of the municipality to take care of the needs of all persons with whom it has a legal relationship which is established by permanent residence irrespective of nationality.

The residents of the municipality have the right to participate in the self-government. In particular, they have the right to vote and to stand as a candidate at municipal elections, to vote on important issues regarding municipal life and development (local referendum), to participate in municipal assemblies and to express their opinion and to attend the meetings of the municipal council, to turn to the municipal authorities with their incentives and complaints, to use normally the municipal facilities and other property serving for public purposes, to request cooperation in the protection of their person and family and their property located in the municipality, to request assistance in times of sudden need.⁶ The municipality is obliged to provide its residents with the necessary immediate assistance in the event of a sudden emergency caused by a natural disaster, accident or other similar event, in particular to provide shelter, food or other material assistance.⁷

³ <http://etp.sk/the-kosice-city-audit-report/?lang=en>

⁴ https://static.kosice.sk/files/manual/prm/PRM_Kosice_2015.pdf

⁵ The Act on the General Establishment explicitly refers to § 42 (2) the Act on Residence of Foreigners: The permanent residence is a) permanent residence for a period of five years, b) permanent residence for an unlimited period, c) residence of a TCN who was granted long-term residence status in the European Union (hereinafter referred to as a “long-term residence”) and to § 63 (2) the Act on Residence of Foreigners: Pursuant to the Title, the residence of a Union citizen and the residence of a family member of a Union citizen is permanent residence.

⁶ § 3 (2) of the Act on the General Establishment

⁷ § 3 (4) of the Act on the General Establishment

The right to participate in the self-government (except for the right to vote and to stand as a candidate at municipal elections and to vote in a local referendum) also applies to those who possess immovable property in the territory of the municipality or pay a local tax or local fee, are registered as a temporary resident in the municipality or enjoy the status of honorary citizen of the municipality.⁸ The Act on the General Establishment grants this right also to **foreigners who were granted temporary residence in the Slovak Republic.**⁹ **This category of foreigners can play an important role and participate in the life of the city, even though the law does not consider them to be residents of the city.**¹⁰

The relationship between the city and its residents is bilateral. The resident of the municipality participates in the development and improvement of the municipality and provides assistance to the municipal authorities.

At a certain point, foreigners enter the city, and either become a short-term or sometimes even a long-term (or even permanent) part of the city. Therefore, the city has to define how to deal with a group of foreigners, whether it has opportunities to create the conditions for their admission, under what circumstances and to what extent.

The promotion of tourism and tourist services is dealt with in the above-mentioned *The Košice City Development Program for 2015 – 2020 with Horizon 2025*.

However, new migration trends suggest – especially for reasons of labour market liberalisation – that it **is vital to recruit foreigners**, not just the EU citizens, **as labour force**. Depending on the labour market needs, it can be both a highly qualified and a low-skilled labour force. With the arrival of high value-added investors and employers, the City of Košice is increasingly experiencing the absence of qualified labour and will be forced to look for and hire human resources from third countries in the future if the number of employees from the catching-up regions of Slovakia is not sufficient enough.

The universities in Košice have a strong tradition of **admitting foreign students**. The number of students from other EU countries and third countries is increasing each year (see the statistics in the next section). Another reason for coming to Košice may be **a family reunification**. This may involve different cases, for example, if a Košice inhabitant marries a partner from abroad, or if a spouse, a child or other family member moves to Košice to live with his/her spouse who is a foreigner and who lives in Košice.

This process should inevitably involve the active participation of the City. Foreign workers, entrepreneurs, foreign students, foreigners participating in work-based training or in an exchange programme, whether they moved there for family or other reasons, can turn to their city with their requirements (housing, services, obligations in relation to self-government, etc.).

It is also important for the City itself and for its majority population, and it should be desirable to know what foreigners live in their City, where they come from, the purpose for which they come, etc.

⁸ § 3 (4) of the Act on the General Establishment

⁹ § 3 (5) of the Act on the General Establishment

The Act on the General Establishment refers to § 20 the Act on Residence of Foreigners

¹⁰ § 3 (3) of the Act on the General Establishment

It is likely that Košice is currently not “threatened” by a greater inflow of **beneficiaries of international protection**.¹¹ The state of the art pertaining to quotas or legal limits and granting of asylum or subsidiary forms of protection are, of course, state-level phenomena, but the placement and everyday life must be taken care of in some way by the City. Since Košice is the second largest city in Slovakia, and taking into account the current geopolitical issues, it is vital to get prepared for potential inflow of this category of foreigners as well, especially because of their specific status and vulnerability.

DEFINITION OF NOTIONS

In order to support the integration of foreigners and to innovate the current services to foreigners at the same time, it is necessary for the City of Košice to divide foreigners into categories in accordance with the legislation in force at this time:

FOREIGNER – refers to everyone who is not a Slovak national.

UNION CITIZEN – refers to everyone who is not a Slovak national and is a national of an EU Member State.

The residence of a Union citizen and the residence of a family member of a Union citizen is permanent residence. A Union citizen holding a valid identity card or travel document **is entitled, without any further conditions or formalities, to reside in the territory of the Slovak Republic for three months** following the date of the entry in the territory of the Slovak Republic. A Union citizen is obliged to report the beginning of residence in the territory of the Slovak Republic to a police department within 10 working days following the date of the entry into the territory of the Slovak Republic. A Union citizen has the right to reside in the territory of the Slovak Republic **for a period longer than three months** if he/she fulfils the exhaustively defined conditions of the Act on Residence of Foreigners, e.g. if he/she is employed or is a self-employed individual in the territory of the Slovak Republic, if he/she is covered by appropriate health insurance and has sufficient resources for himself/herself and his/her family members **so that they do not become a burden on the system of assistance in material need** during the period of residence in the Slovak Republic, if he/she attends a primary or secondary school or a university/establishment of higher education in the Slovak Republic and is assumed to be employed, or if he/she is a family member accompanying or joining a Union citizen and has sufficient resources and is covered by appropriate health insurance. The Act on Residence of Foreigners specifies precisely the circumstances in which the right of residence of a Union citizen is preserved (also e.g. in case of sick leave, registration as an employment seeker with the Central Office of Labour, Social Affairs and Family and others). A Union citizen residing in the territory of the Slovak Republic for more than three months is required to apply for registration of residence.

A Union citizen has the right to permanent residence if he/she resides legally and continuously in the territory of the Slovak Republic for a period of five years. In certain specific cases, the Act on Residence of Foreigners reduces this period (e.g. attainment of retirement age, permanent incapacity to work and others).

EU citizens are granted different rights in the territory of the Slovak Republic, e.g. the right to work without the need for a work permit, the right to study, the right to equal treatment irrespective of nationality, the

¹¹ Detailed statistics related to granting of asylum and subsidiary protection in the Slovak Republic: <https://www.minv.sk/?statistiky-20>

right to vote and to stand as a candidate at municipal elections and elections to the European Parliament under the same conditions and other rights, to a much wider extent than a TCN.

TCN – refers to everyone who is not a Slovak national neither a national of an EU Member State; a TCN refers to stateless persons as well.

In order to enter the territory of an EU Member State, TCN must have a valid travel document and a valid residence permit or valid visa.¹²

TCN intending to stay longer in the territory of the Slovak Republic, having met the legal requirements, may apply for one of types of residence (there are cases that do not require a residence permit, for example under § 23 (6) or §36a to §36d of the Act on Residence of Foreigners). **When applying for temporary and permanent residence, a TCN must comply with the strict requirements imposed by the Act on Residence of Foreigners** (a TCN may also be granted **tolerated residence**).¹³ These requirements must be fulfilled during the whole period of residence in the territory of the Slovak Republic. The failure to fulfil the conditions may result in the withdrawal of the permit. However, in case of certain groups of persons, permanent residence may not be withdrawn. **TCN are required to prove their financial security so that they do not become a burden on the social system, e.g. they cannot apply for a benefit in material need. They must also prove evidence that they have accommodation and are covered by appropriate health insurance. Integrity is one of the condition too. Finally,** not later than 30 days from the date of receipt of the residence document, they must submit a medical report stating that they do not suffer from a disease that threatens public health.

- **Temporary residence of a TCN is linked to one concrete prevailing purpose:**
 - a. business,
 - b. employment,
 - c. study,
 - d. specific activities,
 - e. research and development,
 - f. family reunification,
 - g. meeting of work obligations within the Civil Armed Police Forces,
 - h. granted status of a Slovak national living abroad,
 - i. granted status of a long-term resident in another European Union Member State,
 - j. temporary residence also refers to residence in case of a holder of the EU Blue Card
 - k. (hereinafter referred to as the “Blue Card”) – for the purpose of highly qualified employment.

Temporary residence is granted for an estimated, required period of time, usually for a maximum of five years, depending on the purpose of residence, and a TCN may subsequently apply for its renewal or demand to change its type or purpose of residence.

- **Another type of residence that can be granted to a TCN on application is permanent residence, namely:**
 - a. permanent residence for a period of five years,
 - b. permanent residence for an unlimited period,
 - c. residence of a TCN who was granted long-term residence status in the European Union (hereinafter referred to as “long-term residence”).

As mentioned hereinabove, pursuant to the Act on the General Establishment, a TCN granted permanent residence is considered to be a resident of the municipality. Overall, the legislation confers on them more rights than on TCN granted temporary residence, in different areas of life, some of them even to the extent of a Slovak national. However, many rights are also conferred on TCN with temporary residence, i.e. on all foreigners irrespective of their nationality or type of residence. A particular right, claim or service may be demanded by a TCN, it is therefore always necessary to know the personal scope of individual laws.

- **Tolerated residence is the last of the types of residence that may be granted to a TCN in certain specific cases** (unaccompanied minors, victims of human trafficking, respect for family and private life, or if such a case is based on international obligations of the Slovak Republic).

Tolerated residence is granted for 180 days by a police department. Tolerated residence can be extended on application by 180 days and repeatedly. However, it is clear from the denomination of this type of residence that the legislation grants only a small amount of rights to this group of foreigners.

Certain groups of foreigners living in the territory of the Slovak Republic are represented by those applied for international protection in the territory of the Slovak Republic – **asylum seekers and persons to whom this international protection was granted – persons granted asylum and persons granted subsidiary protection**.¹⁴

ASYLUM SEEKER – is a foreigner who declares at a police department that he/she requests asylum or subsidiary protection in the territory of the Slovak Republic.

PERSON GRANTED ASYLUM – is a foreigner to whom the Ministry of Interior granted asylum because of the fact that he/she has well-founded fear of being persecuted for racial, national or religious reasons in the country of origin, for reasons of holding certain political opinions or belonging to a particular social group and cannot or does not want to return to the country given such fear, or is persecuted in the country of origin for the exercise of political rights and freedoms; asylum may also be granted for humanitarian reasons or for the purpose of family reunification. **Asylum is granted for an unlimited period** (asylum for the purpose of family reunification for three years and, if the reasons persist, for an unlimited period). A person granted asylum is considered to be a foreigner who was granted **permanent residence**.

PERSON GRANTED SUBSIDIARY PROTECTION – is a foreigner to whom the Ministry of Interior did not grant asylum but did provide subsidiary protection if there are reasonable grounds for believing that he/she would be exposed to a real risk of suffering serious harm (imposition or exercise of the death penalty, torture or inhuman or degrading treatment or punishment or serious and individual threat to the life or

¹² The Council Regulation (EC) No 539/2001 (1), L 81/1 Official Journal of the European Communities of 15 March 2001, listing the third countries whose nationals must be in possession of visas when crossing the external borders and those whose nationals are exempt from that requirement

¹³ The Act No 404/2011 Coll. on Residence of Foreigners, as amended

¹⁴ The Proceedings on granting of asylum, certain rights and obligations of asylum seekers, persons granted asylum, foreigner granted subsidiary protection, foreigners applying for temporary shelter and displaced persons are governed by a separate law, namely Act No 480/2002 Coll. The Act on Asylum and Amendment of Some Acts.

integrity of a person due to arbitrary violence during an international or a national armed conflict). Subsidiary protection can also be granted for the purpose of family reunification. Subsidiary protection is granted **for one year** for the first time, and **can then be extended for another two years, repeatedly**. A foreigner who was granted subsidiary protection is considered to be a foreigner granted **temporary residence**.

DISPLACED PERSON – is a foreigner to whom the Ministry of Interior of the Slovak republic granted temporary shelter on the basis of a decision of the Government of the Slovak Republic.

According to the Act on Residence of Foreigners, **a police department sends a written or an electronic notification stating that a TCN was granted permanent residence or temporary residence**, to the TCN, **to the self-governing region and to the municipality**, on the basis of the place of permanent residence or temporary residence.¹⁵ In case of granting tolerated residence and registration of an EU citizen, such an obligation is not imposed on the police department. The municipality or the self-governing region dispose of no means to find out that a person who was granted asylum or subsidiary protection lives in its territory.

While carrying out their tasks, every police department keeps various records in the information systems of the Police Force under the special regulations. **At this place, it would be vital to consider establishing interconnection and cooperation between police departments and cities so that cities receive information on foreigners (including EU citizens, persons granted asylum and persons granted subsidiary protection) at regular time intervals.**

NEEDS OF FOREIGNERS

It can be said that the city provides a whole range of services to all (residents, visitors, Slovak nationals and foreigners): **building of transport infrastructure and transport services** in the city, organisation of **cultural and sport events, municipal police services**, building of **local communications, pavements, public lighting, care for cultural monuments, public green areas or cleaning of public spaces**.

When talking about the integration of foreigners, certain areas and services of the city are coming to the fore. Based on the results of the research which is described in *The Košice City Audit Report*, we can conclude that **different categories of foreigners have different needs, as related to e.g. voluntary** (e.g. employment, study, family reasons) **and forced migration** (e.g. application for asylum).

Short-terms stays of foreigners (e.g. tourism, business trips, artists, etc.) are desirable. For the purposes of tourism and provision of information related to short-term stays, the City of Košice established information centres in the city centre. They provide sufficient information which is available in several language versions. Tourists are given a lot of attention, the conditions for the stay are pleasant and are concentrated, as is the case of every bigger city, especially in the central zone.

However, most foreigners interested in long-term stays have different needs. **They have to deal with life situations and problems like any ordinary resident**. Their starting situation is, however, diametrically different from that of the majority population living in the City over the long term, who is able to understand the system, to master the language, to orientate themselves in the City, to understand the functioning of

institutions, etc. In order to successfully integrate and live in the City, this group clearly needs support and assistance from self-government and other actors coming into contact with the different areas of integration – housing, education, employment, health and social care, cultural and social integration, etc.

Students should be provided with some basic services and information by their educational institution, of which they are regular students, and, in the case of employees, this should be taken care of by their employer, who does not always dispose of the necessary information.

Nevertheless, working and studying foreigners are a benefit to the City who may become full-fledged inhabitants and residents in the future (having fulfilled the legal requirements).

In the coming years, we may expect **an increased demand for housing services** and thus an increase in the construction of accommodation facilities of a lower or higher standard. Even if the City does not build rented apartments, it will be obliged, as an authority responsible for transferred execution of state administration in the field of urban planning and building procedure according to specific regulations, to deal with an increasing number of construction proceedings. Similarly, The Urban Plan should take into consideration eventual further construction in the future.

The inflow of investors and the expansion of existing key employers in the City of Košice and in surrounding industrial parks will be closely intertwined with the necessity of **other employment services** (e.g. counselling services for employers in the employment of foreigners, organisation of retraining courses, etc., in cooperation with the Central Office of Labour, Social Affairs and Family and ministries).

Social services like care services, social housing and housing for pensioners, catering for pensioners are primarily provided by the City of Košice to its residents (only foreigners granted permanent residence are entitled to such services). However, pursuant to the Act No 448/2008 Coll. on Social Services, a recipient of the social services is a natural person who is not only a Slovak national, but also an EU and EEA citizen and his/her family members, persons granted international protection and, more or less, other foreigners granted permanent and temporary residence.

SVIDNÍK CITY WARD OF RAČA, BRATISLAVA NITRA

The City of **Svidník** developed its own Integration of Third-Country Nationals Strategy. In 2015, The Action Plan was launched. Among other things, the self-government aims to provide courses for children of foreigners in primary schools, it provided a contact person at the city office, and prepared temporary accommodation for those in need.

Since May 2018, one-stop-shop, free advisory helpdesk, in **Bratislava-Rača** has been providing services and information on the conditions and rules for foreigners in Slovakia, the pension and legal system, the possibilities of further education, including language training, etc. The aim is to develop communication, socially integrate and accept cultural difference of foreigners. It is also a key partner of local businesses in communicating with foreigners.

It also includes an online publication in English about the District of Rača, history, culture, offices, school and health facilities, social services, leisure activities, etc.

In March 2018, the Municipal Council of **Nitra** discussed The Project Charter Aiming to Establish Services of the Integration and Community Centre. It aims to improve the information given to economic migrants working in Nitra and to create conditions for their social inclusion in the ordinary life. It also aims to overcome barriers between residents and economic migrants and to create a multi-sectorial platform for the communication of key players in the domain of integration.

¹⁵ § 33 (9) and § 48 (3) of the Act on Residence of Foreigners

However, the practice shows that the use of social services at the City level by foreigners is minimal as they do not know about these possibilities and the contact with the employees of the self-government authorities is complicated due to the language barrier. Nevertheless, the City will gradually recognise the need to provide social services to all who are physically located in the City regardless of their origin and place of permanent residence. In order to avoid negative phenomena, it will understand the preventive effect of some social services.

Our **education system is not ready to educate children from a different socio-cultural environment, children who do not speak the Slovak language.** Primary schools encounter relatively large problems with their integration. The education of teaching staff, who educate children of foreigners professionally, organisationally, methodically and financially, is provided by the Ministry of Education. The Ministry of Interior is responsible for the language training of children of asylum seekers. However, the City as a founder of kindergartens and primary schools should not resist measures that would make the education of children of foreigners more effective at the local level.

One of the most vulnerable groups of foreigners is represented by persons granted international protection – persons granted asylum and persons granted subsidiary protection. These people do not come to the territory of another country voluntarily but were forced to leave their country of origin due to persecution, military conflict, etc. They did not have time to prepare for departure from their country. **This group of foreigners should be paid closer attention in the process of integration.**

CHALLENGE FOR THE CITY AND ITS REPRESENTATIVES

As mentioned hereinabove, it is necessary to know, for the City itself and for its majority population, foreigners living in its territory and their needs. **In this way, it can be more prepared for the natural increase in the number of foreigners, prevention of future conflicts, eventual segregation, emergence of ghettos.**

The competence of the City in the provision of services is defined by legislation and any enlargement or change requires a change in legislation, whether at the City or national level. It is crucial to launch an expert discussion and involve various actors in the field of integration in commenting. Broad possibilities of planning measures and their implementation in different areas of integration are being opened up to the City. There is always place for improving current services as well as for extending and improving their availability.

However, there are also areas in which the City can participate and assist foreigners (relatively quickly and cheaply), for example, by placing stands in its premises with various useful information for foreigners, e.g. from the foreign police or office labour, concerning language courses, containing maps, texts about publications regarding the City, history, leisure time and cultural events, etc. The City creates safe and positive climate. By communicating its values, it can facilitate co-existence of different cultures and engage different groups of people via community-based cultural events. The City can build a good city image – friendly to everyone.

It would be desirable for the City of Košice to establish an advisory helpdesk/contact point/or, at least, in the first stage, an online portal to raise awareness of foreigners living in its territory but also that of many employers lacking a uniform system and source of information. It is difficult for them to get complex information too.

The City of Košice does not resist cooperation with other authorities, institutions or non-profit organisations unless such cooperation is beyond its legislative framework, i.e. beyond its competence.

INTEGRATION AT NATIONAL LEVEL AND ROLE OF SELF-GOVERNMENT

- *Migration Policy of the Slovak Republic with Horizon 2020*¹⁶ defines what foreigners we want in Slovakia, and under what conditions we will accept them.
- *Integration Policy of the Slovak Republic*¹⁷ describes the conditions for the best integration of migrants into society.
- *The Foreigners' Employment Mobility Strategy for the Slovak Republic (until 2020, with Horizon 2030)*¹⁸ aims at adopting temporary, extraordinary measures to address the current shortage of skilled labour force in the Slovak labour market.

From the above-mentioned Strategy, we choose the following section: "The key to a successful integration process is the involvement of both regional and local level – in the place of legal residence, foreigners do not only work but they are also a part of local communities – which means that the real integration takes place in jobs, communities, neighbourhoods, restaurants, blocks of flats, hostels, etc. Integration policies should therefore be built on the needs of self-governments. Self-governments and local actors thus help the integration of foreigners directly in the place of their legal residence, leading to the emergence of social cohesion between foreigners and the majority society."

Self-governments can therefore help integrate foreigners in their territory by developing their own local integration policies, which will become an important tool for maintaining social cohesion, preventing conflict and limiting segregation and ghettoization".

¹⁶ <https://www.minv.sk/?zamer-migracnej-politiky-slovenskej-republiky>

¹⁷ The Integration Policy of the Slovak Republic: <https://www.employment.gov.sk/files/slovensky/ministerstvo/integracia-cudzincov/dokumenty/vlastny-material-integracna-politika-januar-2014.pdf>

¹⁸ <https://www.employment.gov.sk/sk/informacie-media/aktuality/slovensko-ma-strategiu-pracovnej-mobility-cudzincov.html>

EXAMPLES OF GOOD PRACTICE OF INTEGRATION OF PERSONS GRANTED INTERNATIONAL PROTECTION

Family from Ukraine – the family came to Slovakia in 2015. Mr. V. began to work in a private company as a truck driver immediately after being granted the international protection. Mrs. A., after an active language course, went through a retraining course via RE-PAS of the Central Office of Labour, Social Affairs and Family. Today she works as a hair-dresser. The spouses have two school-age children.

Family from Jordan – Mr. M. is a trained hairdresser. He did this profession in his home country as well. They have been living Slovakia since 2013 and he has been working in a hairdressing salon. Ms. Y. went through a retraining course of manicure and pedicure via the Central Office of Labour, Social Affairs and Family. After completing the course, she started working as a manicurist and pedicurist. She is currently on maternity leave. She and her husband have two children.

Mr. A. from Afghanistan - After his arrival in Slovakia, he began to study a program for foreigners at the Faculty of Medicine of Pavol Jozef Šafárik University in Košice. After a successful graduation, he started to work as a doctor in Rimavská Sobota.

Mr. M. from Iran – he has been in Slovakia since 2004. He came along with his parents. Today, they all live in Košice, where he managed to launch successfully several gastronomy business activities. He married in Slovakia and has two school-age children.

ROLE OF THE MIGRATION AND INTEGRATION DEPARTMENT OF THE MIGRATION OFFICE OF THE MINISTRY OF INTERIOR OF THE SLOVAK REPUBLIC

The Migration and Integration Department of the Migration Office of the Ministry of Interior of the Slovak Republic has a specific status. It addresses the integration of **persons granted international protection**. Integration managers ensure contact with institutions involved in the integration process. The Migration Office also ensures the supervision (quality monitoring) of the activities of non-governmental organisations responsible for the integration of persons granted international protection in order to guarantee a uniform standard within this area in the Slovak Republic.

The Migration Office of the Ministry of Interior of the Slovak Republic is currently working on The State Integration Program for Persons Granted International Protection in the Territory of the Slovak Republic which should be submitted to the Government of the Slovak Republic in June 2019.

Expectations of the Migration Office of the Ministry of Interior of the Slovak Republic in the field of integration towards self-governments lie in **their willingness and active participation in the integration of persons granted international protection in the territory of the Slovak Republic. Municipalities are important from the point of view of integration not only in terms of housing, employment, education, etc. They could, for example, also provide courses of the Slovak language for foreigners in cooperation with local schools and volunteers.** From the point of view of municipalities, it is equally necessary to take into account the issue of foreigners in strategic documents. Active approach of self-governments to integration can prevent the emergence of segregated neighbourhoods, contribute to better employment and help solve problems in normal communication (even towards the public – domestic population).

STATISTICAL OVERVIEW OF THE PRESENCE OF TCN IN KOŠICE

The Košice City Audit Report, 2018, shows the trend of an increasing number of foreigners is in the past few years in Košice (Košice - okolie, Košice I, Košice II, Košice III, Košice IV). **In 2014, there were 1,574 TCN, and 3,781 TCN in 2018** (approximately 1.6 % of Košice residents). As of 30 November 2018, the Bureau of Border and Foreign Police of the Presidium of the Police Force of the Slovak Republic registers **39 persons granted asylum and 22 foreigners granted subsidiary protection** (i.e. 61 persons granted international protection in Košice).

The data provided by the Bureau of Border and Foreign Police of the Presidium of the Police Force of the Slovak Republic show that there is a noticeable increase in the number of TCN arriving for employment, study or family purposes. While working on The City Integration Agenda, we used the data corresponding to the last 5 years to keep track of current development. Ukraine is strongly ahead when being compared to other countries where most immigrants come from.

The data correspond to the end of the relevant year, except for 2018 when they are of 30 November 2018.

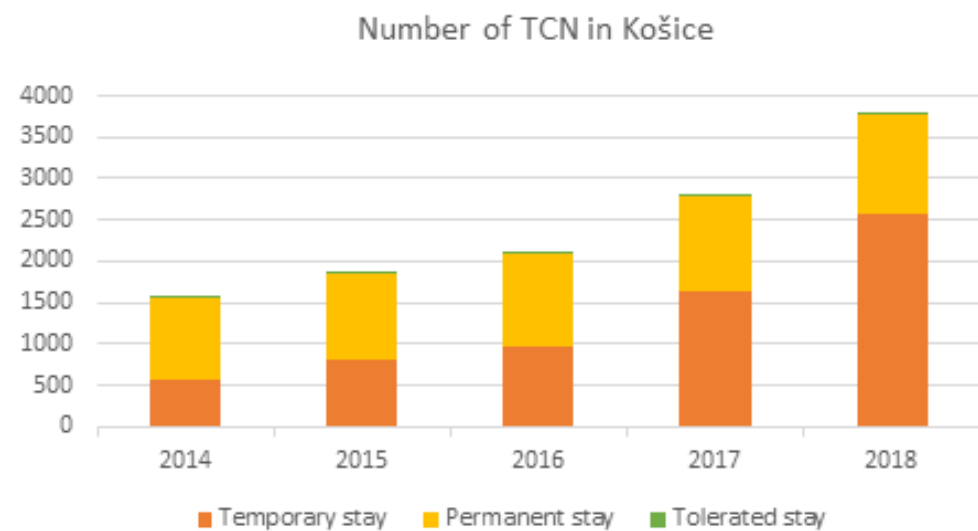
Table 1: Number of TCN in Košice

Year	Temporary stay	Permanent stay	Tolerated stay	Total
2014	572	994	8	1,574
2015	815	1,048	7	1,870
2016	978	1,104	9	2,091
2017	1,623	1,154	10	2,787
2018	2,563	1,217	1	3,781

Source: Bureau of Border and Foreign Police of the Presidium of the Police Force of the Slovak Republic, own data processing.

Mr. M. from Afghanistan – he came to Slovakia to study together with his family in 2013. After a successful graduation at the Faculty of Electrical Engineering and Informatics of the Technical University in Košice, he began working in a multinational IT firm. His mother works in the field of gastronomy and the siblings are school-based.

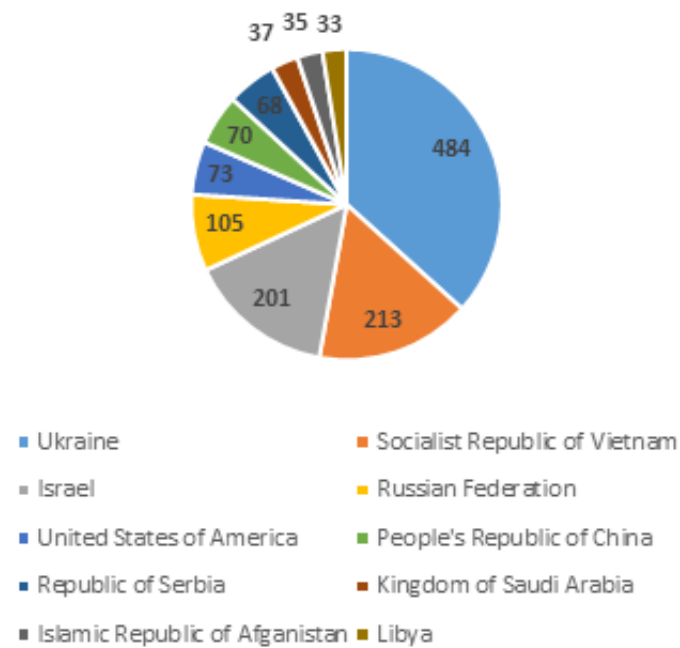
Graph 1: Number of TCN in Košice



Source: Bureau of Border and Foreign Police of the Presidium of the Police Force of the Slovak Republic, own data processing.

Graph 2: Countries from which most TCN come to Košice in 2014

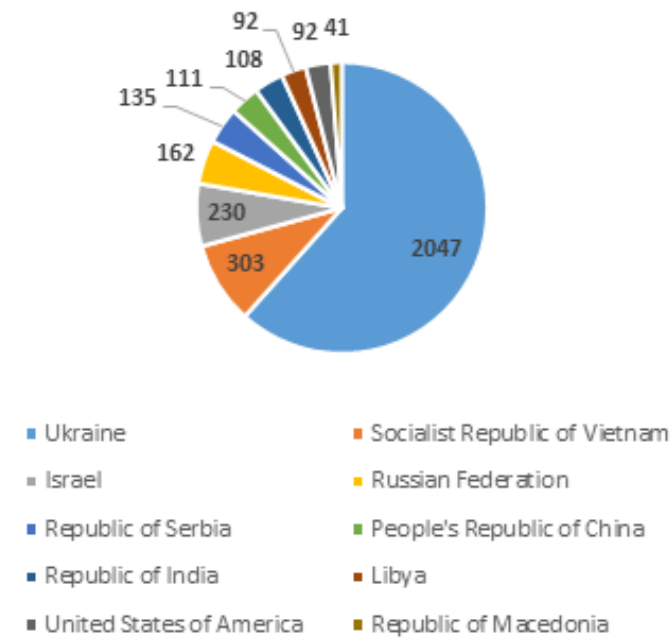
10 countries of origin from which most TCN come to Košice in 2014



Source: Bureau of Border and Foreign Police of the Presidium of the Police Force of the Slovak Republic, own data processing.

Graph 3: Countries from which most TCN come to Košice in 2018

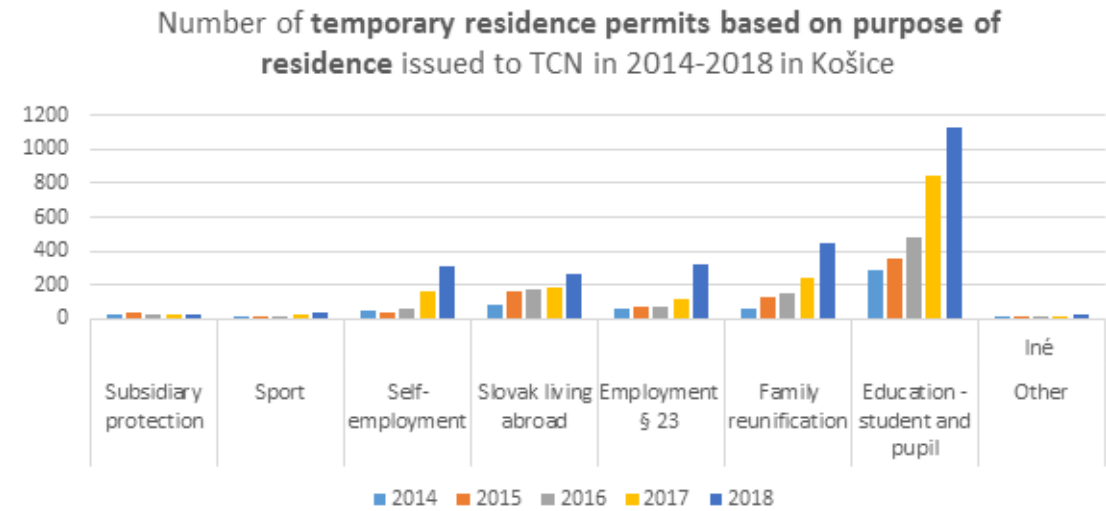
10 countries of origin from which most TCN come to Košice in 2018



Source: Bureau of Border and Foreign Police of the Presidium of the Police Force of the Slovak Republic, own data processing.

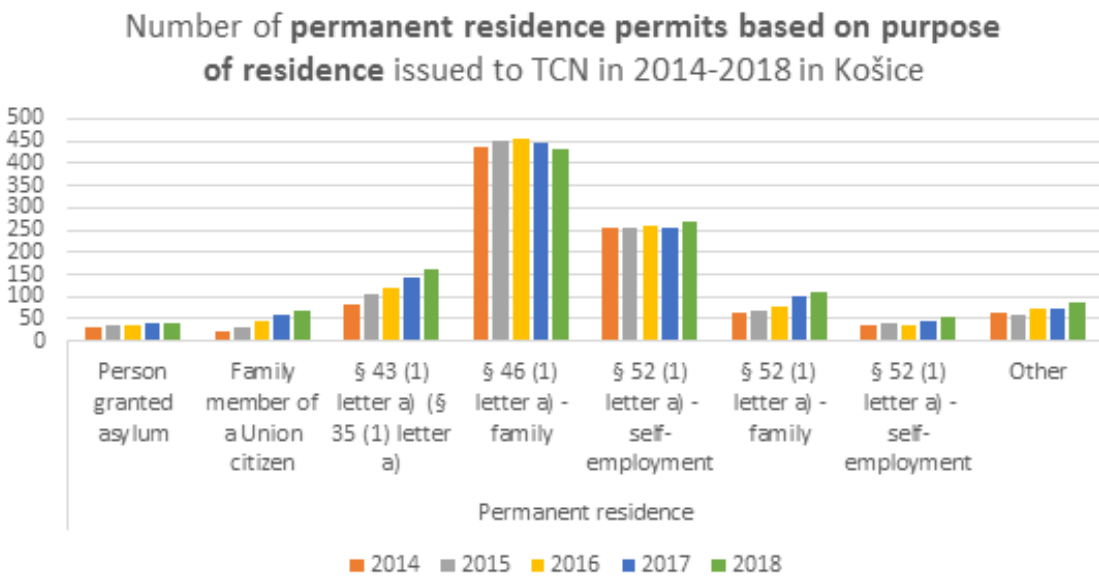
The following two graphs provide an overview of the purpose of residence, i.e. why a temporary or permanent residence permit was issued to a TCN. In case of temporary residence, higher education, family reunification and employment (both self-employment and employment) prevail as a purpose of residence. Permanent residence is granted mainly because of family reunification and self-employment.

Graph 4: Number of temporary residence permits based on purpose of residence



Source: Bureau of Border and Foreign Police of the Presidium of the Police Force of the Slovak Republic, own data processing.

Graph 5: Number of permanent residence permits based on the purpose of residence: § 43 (1) letter a) permanent residence for five years of a family member of a Slovak national residing in the Slovak Republic, § 46 (1) letter a) permanent residence for an unlimited period after four years of permanent residence, three columns refer to § 52 (1) letter a) according to which TCN, in order to be granted long-term residence, must remain in the territory of the Slovak Republic legally and continuously for a period of five years immediately prior to filing the application, three columns refer to the purposes of residence of TCN prior to being granted long-term residence.



Source: Bureau of Border and Foreign Police of the Presidium of the Police Force of the Slovak Republic, own data processing.

The data in the tables below specify the number of TCN in Košice by gender and age as of 19 November 2018. It can be said that as to permanent residence, the number of men and women is more or less equal while the number of men increases significantly when talking about temporary residence. This is particularly evident in case of productive age when men come for work and study in large numbers.

Table 2: Breakdown of the number of TCN by gender, 2018

	Permanent residence	Temporary residence
Men	654	1,667
Women	573	977

Source: Bureau of Border and Foreign Police of the Presidium of the Police Force of the Slovak Republic, own data processing.

Table 3: Breakdown of the number of TCN by gender and age, 2018

	Age	Permanent residence	Temporary residence		Age	Permanent residence	Temporary residence
Men	0-15	50	140	Women	0-15	49	124
	16-25	45	772		16-25	46	448
	26-40	236	469		26-40	167	251
	41-65	269	278		41-65	211	141
	66+	54	6		66+	96	17

Source: Bureau of Border and Foreign Police of the Presidium of the Police Force of the Slovak Republic, own data processing.

PART II: PROJECTIONS

PROJECTION OF MIGRATION DEVELOPMENT IN SLOVAKIA

Geopolitical changes, climate change, regional conflicts, non-democratic regimes, poverty and, on the other hand, the globalisation of the labour market, the growth of the economy in certain parts of the world, increasingly easy travelling between countries, technology development and peace and security in stable countries contribute to the constant movement of people. People leave Slovakia in search for a better life. In the same way, people looking for employment or security come to Slovakia. Migration from less developed countries to more advanced countries is a global trend.

As the data for Slovakia show, and the same applies to Košice as well, immigrants who come to work here already help to fill the gaps in the Slovak labour market. *“Economic migrants rarely force the local labour force out of the labour market. They occupy posts that the local labour force is not interested in, they occupy worse paid jobs or receive a lower pay compared to the local labour”*.¹⁹

Current demographic trends show that not only the Slovak labour market, but also the social security system depend to a large extent on the inflow of human capital from abroad. Projections of the EUROSTAT indicate that in 2060, there will be almost 60 pensioners per 100 employed persons in Slovakia (in 2015, there was less than 20 pensioners per 100 employed persons) which will influence mainly public finances (pensions, health care).

Slovak demographic trends, i.e. low birth rates or ageing of the population and the so-called brain drain (young and qualified people moving abroad) create the preconditions for a managed migration policy.

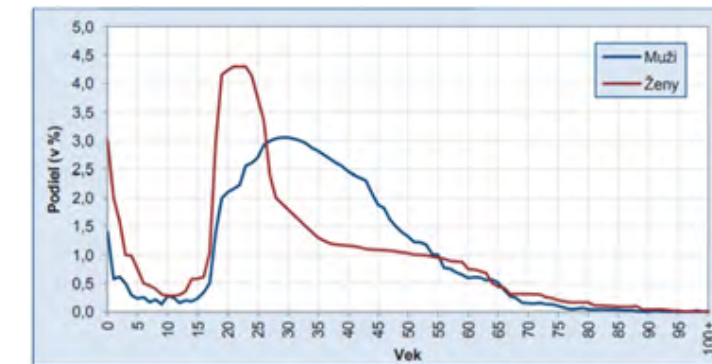
The Population Projection of Slovakia until 2060²⁰ prepared by INFOSTAT – THE INSTITUTE OF INFORMATICS AND STATISTICS in 2013 presents the population projection at the national level for 2012-2060. From the publication, we choose the following section:

The general assumption for the future migration development is a continuous increase in the positive migration balance, where the increasing immigration will be a determining factor as a result of increasing attraction of Slovakia for migrants. This assumption is highly probable.

According to the 2010 revision, the UN estimates that the migration level in the Slovak Republic will be 20,000 (in 5 years) by 2050 (which is 5 times less than in the case of the Czech Republic). In 2015, the EUROSTAT estimates nearly 11,000 foreigners, in 2060 less than 7,000. No current projection of the migration balance is available, with the exception of Divinský et al. (2011), who expect a migration balance of between 8 and 10,000 foreigners per year after 2025.

A middle variant of our projection assumes a gradual increase in the migration balance to 13,000 foreigners per year after 2025. Needless to stress, it is not possible to present a more accurate model of development and (in)stability for such a long period. The top and bottom variants represent the extreme limits of migration development. In case of exceptionally favourable conditions in terms of rapid economic growth and catch-up of Western European countries, while preserving differences in the performance of the Slovak economy and the potential source countries of migration, and, at the same time, adopting pro-immigration measures, the threshold of annual increase of migration of foreigners could reach the threshold of 18,000.

Graph 6: Projection of migration balance 2012-2060

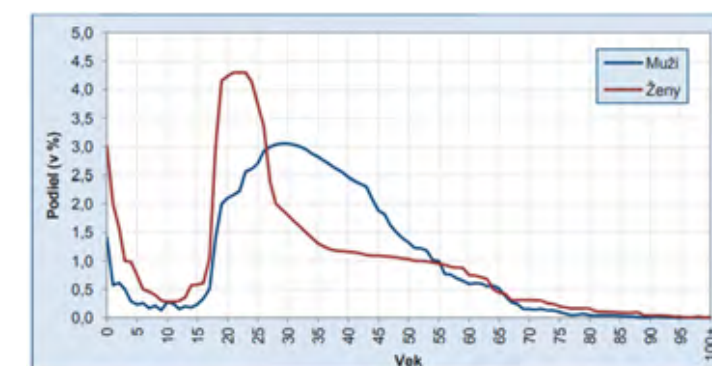


[Graph Legend: Share (in %), Age, Men in blue, Women in red]

Source: Bleha - Šprocha - Vaňo: The Population Projection of Slovakia until 2060

The bottom variant is based on opposite assumptions (slower economic growth and lower attraction for migrants), the migration balance (mainly due to lower immigration) should gradually reach 8,000 to 8,500 foreigners per year. All the three scenarios therefore predict an increase in the migration balance, despite different growth rates and a different target value, while the difference between the scenarios is represented by the migration development. Feminisation of migration, not only in terms of reunification, but also in terms of higher employment migration rates for women, is a global phenomenon. The share of women in the number of immigrants and emigrants will increase by 35 % by 2020 (currently 25 %) given the estimated annual increase. The estimated age structure of the migration balance of men and women (assumed to be stable during the projection) is represented in Graph 7. Most increase will be provided by the working-age population, with men being more evenly distributed than women.

Graph 7: Estimated age structure of the migration balance



[Graph Legend: Share (in %), Age, Men in blue, Women in red]

Source: Bleha - Šprocha - Vaňo: The Population Projection of Slovakia until 2060

¹⁹ The Foreigners' Employment Mobility Strategy for the Slovak Republic

²⁰ <http://www.infostat.sk/vdc/pdf/Prognoza2060.pdf>

According to the document called ***The New Trends and Projections of Employment Migration in the Slovak Republic until 2020 with Horizon 2050***: “The Slovak Republic – if it wants to be a successful country over the long term (not only economically) – must engage in a global fight for high-quality and highly qualified, as well as lacking low-skilled, labour force from abroad”.

POSSIBLE SCENARIOS OF PRESENCE OF TCN IN KOŠICE

Following *The Košice City Audit Report*, the ETP Slovakia conducted a survey on possible scenarios of the development of the number of foreigners in Košice within three to five years and of the integration services (employment and skills, access to health care, housing, education, security and public opinion). 64 respondents (experts, the public and foreigners themselves) identified the main factors that can affect the most likely scenarios.

During the Integration Laboratory (November 2018), 22 experts (representatives of self-government, the Slovak Academy of Sciences, non-profit organisations, The Migration Office of the Ministry of Interior of the Slovak Republic) and representatives of foreigners themselves described possible scenarios based on statistical data and trends over the past years in Košice. They tried to outline possible urban, economic and social development and changes in the integration of foreigners. The working groups also proposed specific measures and recommendations for the self-government outlined in Chapter 8 of the City Integration Agenda.

SCENARIO NO. 1

During the coming 3 to 5 years:

- ↑ the number of TCN and migrants in Košice will increase
- ↑ the number of employment opportunities for TCN and migrants in Košice will increase
- ↔ the accessibility of services for TCN and migrants in Košice (access to education, language courses, social and health care, etc.) will remain on the same level as nowadays
- ↔ the availability of housing for TCN and migrants in Košice will remain on the same level as at present
- ↔ the reception and acceptance of TCN and migrants in Košice will stay on the same level as at present



Author: Sybil Marmostein

The first and the most probable scenario assumes the increase of the number of TCN and migrants in horizon of 3 to 5 years in Košice. This increase will copy the general increase of the number of TCN and migrants in the whole country. Slovakia will apparently remain a transit country, but there will be an increasing number of foreigners who decide to stay here on a long-term basis. With regard to the size of the City (the second largest city in Slovakia), increasing employment opportunities and overall economy development, Košice will continue to be characterised by migration profits. Similarly, as the local citizens from (mainly) eastern Slovakia move to Košice and its surroundings, Košice attracts foreigners in the same way.

The migrants’ countries of origin will probably copy the current trend: Ukraine will be in a front rank followed by Russia, China, Vietnam, Israel. Provided the employment opportunities will be extended significantly, a bigger inflow of Serbian citizens is expected (similarly as it is in the regions of western Slovakia, while the migrants will mostly take lower-skilled jobs). If the IT development continues, it will attract experts from e.g. India. The presence of the huge steelmaking company, the US Steel, owned by an American corporation, creates job opportunities for the U.S. citizens.

Apparently, the younger people aged under 40 will prevail, more often males but also young families.

As Košice is characterised by a high number of foreign students (mainly from Ukraine and Israel, less from China, Serbia and Vietnam), many of them will only stay in Košice on a relatively short-term basis – up to 5 years. While making the decision on their future, the Ukrainian students may be influenced by their country’s political situation to a large extent and if the economy of Slovakia and Košice is doing well, many of them will settle in Košice permanently also due to the security reasons.

The beneficiaries of international protection, currently living in Košice, will probably stay in Košice.

The employment opportunities for TCN will be growing. Košice labour market will be opened to both lower-skilled and specialists’ occupations. The demands of Košice region labour market during the coming five years will mainly include the employment opportunities for the vendors, cleaning staff, fitters of electrical and electronic equipment, as well as more specialised occupations such as e.g. qualified accountants, sales and trade workers and employees in industry, education and health care .

Education opportunities will be slightly higher when speaking about university education. This increase will be caused mainly by the offer of study programs for foreign students proposed by the universities in Košice. The universities will continue to compensate the declining interest of local students to study at home (they leave to study in Bratislava, Czech Republic and other European countries) and they will try to attract more students from Eastern Europe or Middle East countries. The offer of Slovak language and retraining courses will grow, but not as fast as the number of foreigners. It is necessary to differentiate if these courses will be provided free of charge (schools, public institutions such as the Central Office of Labour, Social Affairs and Family, non-profit organisations, employees’ programs), or on a commercial basis (agencies, commercial language schools, etc.). With regard to the demand, the commercial offer will surely grow faster. Education of children of foreigners, including pre-school preparation and specialized teachers’ training for work with children speaking other mother tongue will not be significantly increased when compared to the current level.

²¹ Krátkodobé a strednodobé prognózy vývoja na trhu práce a kvantifikácia budúcich disparít na trhu práce, Ústredie práce, sociálnych vecí a rodiny, 2016

There will be no significant change in provision of other services such as e.g. health care or social services. The problem of access to services provided by the City and based on the status of permanent resident will continue further. Globally, it will be further complicated for foreigners to obtain information on their rights and duties.

The housing opportunities for TCN will only be increased in the commercial sphere. This growth will not be dramatic (the owners are afraid to rent apartments to foreigners) and it will not cover the increasing demand for housing of foreigners (their number will be growing faster than the offer of housing). If speaking about the provision of housing by the City, the shortage of social housing will continue. As a whole, the most probable scenario says that the housing offer will be approximately the same as it is today, which appears to be one of the priorities to be solved in a near future.

It is expected within this scenario that the increased number of TCN will not have any impact on security in the City which will remain on the current satisfactory level.

Reception and acceptance of TCN and migrants in Košice by the local community will stay on the same level as now. An important role in this aspect will be played by the public discourse and truthful informing of citizens. The influence of disinformation, hoaxes and alternative media may increase. It will be necessary to pay attention to the public opinion formation and support of civic and volunteer initiatives. Personal contacts with foreigners and neighbourhood events are important at the local level.

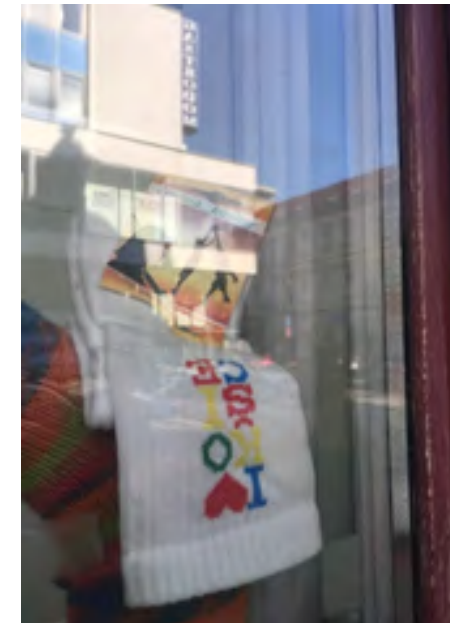
Critical Points of Scenario No. 1:

- The biggest disproportions can be seen in the increasing number of TCN, while the provision of services such as housing, pre-school and school education, social services for elderly people, disabled or other persons requiring special care will not be on a sufficient level. In addition to that, there will be insufficient training of employees in these services. The language or culture barrier should be removed in the courses in e.g. cultural orientation, or tailored trainings in working with people requiring special care adjusted to their need. The schools will have to take measures related to education of children who do not speak Slovak.
- It is apparent that at the level of the City of Košice and within integration of TCN, it is inevitable to plan and coordinate the policies and measures in a systematic way. The increasing inflow of TCN arriving in order to work, study or reunite with their family represent the facts that cannot be ignored.
- Increasing number of foreigners create higher pressure on the public administration authorities such as the Foreign Police or the Labour Office. The shortage of information or complicated access to it can make the first days, weeks or months of migrants' stay much harder.
- The cooperation with employers on the issues of employment in general, provision of special study programs, retraining courses or housing seems to be very prospective. It requires pro-active and initiative approach from the self-government and systematic planning.
- The City may face some difficulties in communication with the public while managing the TCN and migrant's integration. Therefore, the City of Košice should create opportunities for more intensive interaction with the local citizens and prepare communication strategies. Otherwise, it can be exposed to marginalization of TCN, or xenophobia or racism cases.

SCENARIO NO. 2

During the following 3 to 5 years:

- ↑ the number of TCN and migrants in Košice will only be slightly increased
- ↔ the number of employment opportunities for TCN and migrants in Košice will be approximately the same
- ↑ the accessibility of services for TCN and migrants in Košice (access to education, language courses, social and health care, etc.) will increase
- ↑ the availability of housing for TCN and migrants in Košice will increase
- ↑ the reception and acceptance of TCN and migrants in Košice will be slightly improved



Author: Zuzana Orságová Kráľová

The second scenario may be called a slightly optimistic. The number of TCN will only be slightly higher, while the employment opportunities for them will remain on the same level as nowadays and the accessibility of services including housing will increase in a moderate way, or, more precisely, it will be improved.

The number of TCN will only be slightly increased. The highest number of migrants will arrive from Ukraine and the number of foreigners from other countries (mainly from Asia) will remain stable. Foreigners from South-eastern Europe (e.g. Serbia, Macedonia, Bosnia and Herzegovina) remain only in a small number.

Employment opportunities will be appropriate to the number of TCN. The labour market gaps will be filled with lower-skilled occupations missing in the Košice Region (trade and sales workers, workers in catering services, fitters, drivers, construction workers, craftsmen) and at the same time with higher-skilled occupations (nurses, social workers or generally workers in social services – restaurant owners, hairdressing salon owners, tourism, trade, industry) and highly-skilled specialised occupations (e.g. research workers, IT specialists, medical doctors), for whom the Labour Office will be willing to issue work permits. Increased labour force demand will lead to the positive development in relation to higher remuneration and simplification of administrative procedure during the work permit issuance.

The access to the basic health, social and education services including housing for TCN will be increasing. This assumption will be fulfilled in case that the City together with other service providers (public administration authorities, health and social care agencies, schools, non-profit organisations) change their current approach to the TCN. The improvement of housing situation may be related to the fact that, in a short time, the current migrants will be financially secured and able to rent or purchase apartments on the real estate market. They will not need assistance from the City and it will be able to rent the social housing to people in need. The ideal case would involve the City slightly extending the offer of social housing (e.g. by defining the condition for investors/owners of new properties requiring them to assign the certain number

of apartments for the purposes of social housing). If the employers approach their employees in an active way (especially the qualified workers), they can help solve the housing situation by partial reimbursement of housing expenses.

The acceptance by the public and the absorption ability of the local community will be slightly improved. It would be a logical result of the above-described situation – if foreigners have jobs, they will become economically self-sufficient, the education of non-Slovak speaking children will not cause so many problems, foreigners themselves will feel safely, they will be more engaged in the public life.

Critical Points of Scenario No. 2:

- The work with local community and the improvement of its capacity to admit and accept foreigners remains a challenge. Creation of an environment that is friendly and supportive to the social and cultural engagement of TCN. Joining the locals with foreigners during the public and neighbourhood events, presentation of diversity during cultural events organised by the City, financial support (grants) for foreign communities to enable them their public presentation outside of their closed community.
- In order to fulfil the assumption that the TCN access to the services (education, health, social) will improve, it will be necessary to implement specific measures. In relation to the education of younger non-Slovak speaking children, it is possible to nominate several pre-school institutions or primary schools that (simultaneously with providing the standard education of local children) will also be specialised in foreigners' children education. These children will not be "disseminated" in all schools. The teachers will be trained, the staff will include classroom assistants and the study program will be adjusted to include more intensive Slovak language teaching. The service quality in health care institutions may be improved by the fact that more and more doctors will speak English which may make it easier to communicate for a certain group of foreigners.

SCENARIO NO. 3

During the following 3 to 5 years:

- ↔ the number of TCN and migrants in Košice will be approximately the same as today
- ↓ the employment opportunities for TCN and migrants in Košice will decline
- ↓ the accessibility of services for TCN and migrants in Košice (access to education, language courses, health or social care, etc.) will be decreasing
- ↓ the accessibility of housing for TCN and migrants in Košice will be on the decrease
- ↓ the reception and acceptance of TCN and migrants in Košice will be slightly impairing, or it remains on the present level



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The third scenario describes what will probably happen unless the measures are taken to improve the work force mobility. The labour force demand will continue to exist, there will be no one to occupy the vacancies due to obstacles in migration policy and better conditions in other countries. Secondly, it also reflects the situation that may arise unless the measures are taken that would help the integration in the City of Košice.

The number of TCN will remain on the current level. The TCN will be mainly adults in productive age, a relatively small number of children, teenagers and elderly people. They will arrive due to the employment opportunities, but, after some time, they will return to their country of origin. Only a small number of students will stay here after graduation. This scenario may happen also in case the conditions of residence permit granting will be worsened.

There will be also a slight decrease of employment opportunities for TCN. This can happen if the conditions of work permits granting become stricter, the labour market will concentrate on filling the gaps by local employees (in low-skilled occupations e.g. from among the unemployed). This is not very probable, as the Slovak demography together with rising economy indicate the opposite trend and the need of foreign labour force inflow.

Training and education opportunities of TCN will decrease. Slovak language teaching will be probably insufficient or expensive. Retraining courses and professional education for specific occupations will continue, although in a smaller extent due to the limited options of TCN employment described in the previous paragraph. The university study programs offer will be comparable with the present one, but the education of e.g. beneficiaries of international protection will be demanding. It will only be possible to study for these foreigners – TCN – who come to Košice for this specific purpose and will be more self-sufficient.

Access to housing will worsen. The self-government will not have sufficient possibilities to provide housing or financially more advantageous housing for TCN who are not economically independent (beneficiaries of international protection, asylum seekers, foreigners who lost their jobs and have a problem to find it again, e.g. single mothers). The commercial offer of housing may be smaller due to the concerns of the owners to rent apartments to foreigners/migrants (absence of knowledge if the tenant will be able to pay the rent, if he/she is employed, if he/she would be accepted by the neighbours, etc.). Or, the commercial housing will be too expensive to be affordable for migrants without the background.

This scenario takes into account approximately the same number of TCN as now, but impairing situation in the employment, education and housing opportunities. This will naturally result in a negative approach from the public. Further, it may obviously have an impact on worsening security and protection from the side of both, local citizens and TCN. Both worlds will be drawn apart. The measures to improve the City safety and security will become urgent, it will be necessary to concentrate on the fight against the discrimination, illegal employment, extremist opinions and racism. The situation may be worsened by terrorist attacks abroad, or if the media only inform about negative phenomena related to migration. The citizens may also have a feeling that foreigners are taking their jobs or receive inadequate advantages from the state or the City.

Critical Points of Scenario No. 3:

- Delay in setting up the local integration policy measures may have impact on the whole City. There will always be a certain number of foreigners in Košice, but if the external factors (geopolitical situation,

increase of the rightist populism, increased intolerance in the society) worsen the integration capacity of the local community, it will influence all citizens. The City of Košice should play a preventive role and take the local integration policy very seriously. Definition of the City vision in the sphere of migrant's integration, preparation of professionals (professionally trained employees of the self-government) and approved Action Plan can eliminate problems described in Scenario No. 3.

- Cooperation between the self-government authorities, public administration offices, non-profit sector, employers, schools, health and social care facilities and foreigners themselves will for sure contribute to the creation of a solution model. This requires participation and action from all stakeholders.

FACTORS INFLUENCING POSSIBLE SCENARIOS OF MIGRATION AND INTEGRATION DEVELOPMENT IN KOŠICE

The following factors have been identified by the participants of the *Integration Laboratory* held in November 2018, preceded by the survey that included a larger group of experts and the public. These factors – migration determinants – could mostly influence the development of the most probable scenarios in the coming 3 to 5 years:

International Context

- International political situation (may act in both directions – as PUSH as well as the PULL factor. In case of worse situation in the Middle East, Asia, or rapid worsening of situation in Africa, e.g. famine, climate change, there will be masses of refugees flowing into Europe and Slovakia may remain a transit country on a large scale, but there may be a higher number of people interested in settling down in the country).
- The EU migration policy (possible new agreements between the EU countries on redistribution of refugees may act in both PUSH and PULL direction).
- Possible terrorist attacks (if they occur in other countries than Slovakia, they may have bigger impact on the domestic political situation and close Slovakia for the migrants).

National Politics Context

- Economy development in Slovakia (in principle, the better is the Slovak economy, the more attractive it becomes for the migrants).
- Possible increase of nationalistic movement in Slovakia (here the opposite applies, the more extremist Slovakia, the less arriving migrants).
- Current migration policies effectivity (at the moment, a quite intensive national integration policy is being applied for beneficiaries of international protection, but there are measures missing that would enable migration of higher numbers of economic migrants).

Local Politics Context

- Absorption ability of local community (if cities have their own integration strategy and they are able to work with their own local citizens, employers and other partners, it will have positive effect on the number of TCN in cities and mainly their successful/unsuccessful integration).

- Visibility and status of TCN (provided foreigners will have a space for their social and cultural self-realisation, it will definitely be a factor with positive impact on integration).
- Complicated red tape procedures (the more complicated administrative procedures applied by the authorities, the higher may be the tension on the other side).

Obviously, the City of Košice may have the biggest influence on the mentioned local factors. It can not only determine the direction and vision of the City by its activity, or, more precisely, non-activity in the sphere of integration, but mainly implement the action plan containing particular measures. It is able to initiate the partnerships at the local level (e.g. with employers), it has the capacities and mandate to communicate with the public and foreigners, it can delegate the assignments to the subsidised organisations. The City is also a founder of elementary schools and has certain competences to improve migrant children's education. It also owns premises and human resources to establish e.g. the Department of Migrants Integration or Contact and an information point for migrants.

PART III. PROPOSAL PART

1. BENEFITS OF PRESENCE OF FOREIGNERS IN KOŠICE

To start with, it is suitable to name what foreigners including TCN bring to Košice and what are the benefits of their presence:

- They contribute to the improvement of demographic indices – City population growth, moderation of City population ageing
- They contribute to the improvement of economic indices – increase of economically active population, increase of purchasing power. By their education and placement on the labour market, they contribute to the City’s GDP growth. The universities benefit from foreign students paying the tuition fees, they also pay taxes, fees, invest at the place of their living, create demand for housing, catering, cultural and social life, etc. – strengthening of local economy. Many foreigners make business in Košice, pay tax from their profit and provided they are willing to maintain their residence permit granted for business purposes, the law requires them to achieve quite a high net profit.
- Enrichment of culture, life variety, opening of horizons, contribution to tolerance, new world-views, enrichment in European democracy values
- Filling the gaps on the labour market (filling the positions difficult to occupy by the local citizens, both low and high-skilled occupations)
- New jobs opening (foreigners as employers employing the local population)
- New know-how
- Arrival of innovations
- New investments
- Brain inflow, increase of competitiveness
- Enrichment of local cuisine
- Mutual enrichment of language knowledge, including English
- Contribution to demography (population rejuvenation, increase of population in productive age, mixed marriages)
- Development of tourism

Many people do not realise the above-mentioned benefits and, influenced by anti-immigration declarations made by politicians, there are usually the negative views on the presence of foreigners prevailing among people. It is suitable to work with the above-mentioned statements while preparing particular measures and recommended Action Plan for Košice.

2. EMPLOYMENT MEASURES

Problem	<ol style="list-style-type: none">1. Absence of information on possibilities and legislative procedures on employment of foreigners on the side of both, employees and employers.2. Insufficient opportunities for retraining courses for foreigners.3. Beneficiaries on international protection do not need the work permit, but they represent the disadvantaged jobseekers.4. Abuse of foreign workers in labour relation (the modern slavery).
SPECIFIC OBJECTIVE	<ol style="list-style-type: none">1. To increase information on possibilities and legislative procedures of employment of foreign workers (including the TCN) on the side of employees and employers.2. Targeted cooperation with the Central Office of Labour, Social Affairs and Family in provision of retraining courses for foreigners.3. Increased support during employment of beneficiaries of international protection.4. Increased protection of employees via stricter sanctions against the employers providing illegal employment to foreign workers and strengthening of cooperation between the City and the National Labour Inspectorate.
MEASURES	<ol style="list-style-type: none">1. The City in cooperation with the Central Office of Labour, Social Affairs and Family will organise regular seminars for employers on legislative procedures (and their amendments) on foreign workers employment (including the TCN). This issue is regulated by § 21-23 of the Act No 5/2004 Coll. of the code related to employment services as amended by later regulations.2. <i>“The First Contact Point” or an online portal of the City</i> will be used to provide information on work permit granting to the TCN and will also direct the candidates to the Central Office of Labour, Social Affairs and Family – verified employment agencies / online portals, where they will be able to find information on job vacancies.3. The City in cooperation with the Central Office of Labour, Social Affairs and Family and employers will define the local labour market needs and based on them the particular retraining courses will be recommended that will also be offered to the job seekers from among TCN. The offer of courses needs to be updated on a regular basis (once in a year). It is necessary to take into account specific language needs (insufficient knowledge of the Slovak language, professional terminology in Slovak).4. The main element of successful integration of beneficiaries of international protection is their employment. The City can contribute significantly by organising cooperation with employers – various free stays, retraining courses especially at the initial stage of integration process.5. The City will intensify the cooperation with the National Labour Office and appeal to more intensive audits and stricter sanctions to be taken against illegal employment. It is necessary to increase the protection of employees to prevent them from becoming the victim of abuse. First of all, they need to be treated as victims. Their status of person without legal residence must be put on a second place.

**Julia, Ukraine:
On Retraining Courses**

There is quite a wide offer of retraining courses in Košice. E.g. gastronomy services, hairdressers, beautician, various technical occupations, accounting, marketing courses, programming or design. These courses are offered by various private companies, prices differ.

It is very difficult for foreigners, especially at the stage when they only begin to learn Slovak, to get orientation and find the most suitable course. An information point would help where the precise information could be obtained as well as some advice. It would increase the chances of foreigners to find the course they need significantly.

There are two options how to obtain financial assistance provided a foreigner does not have enough money for retraining:

1. The Migration Information Centre - IOM offers the assistance that can be used by nearly all foreigners who obtained the residence permit (except of the students). The assistance may be used to pay the courses in the Slovak language (does not cover the total cost in all cases).
2. If a foreigner obtained permanent residence permit, he/she is a family member of the SR citizen and he/she is registered with Upstart – The Central Office of Labour, Social Affairs and Family, he/she may apply for the financing of retraining courses. The employment service covers 100% of the costs of course.

There are employers, mainly in the IT sphere, who organise their own trainings for the purposes of further employment. Foreigners speaking fluent English and/or German may use this opportunity and find a job.

3. HOUSING MEASURES

Problem	<p>Shortage of suitable quality housing (various types) for foreigners</p> <ul style="list-style-type: none"> • Social apartments/apartments for rent/guest houses (sudden need for economically unsecured immigrants, beneficiaries of international protection). At present, foreigners do not comply with the conditions of <i>the City's generally binding regulation</i> on provision of social apartments/apartments for rent (mainly the condition of 5 years of permanent residence in the given city). • Commercial housing/apartments for rent (higher prices and unwillingness of the owners to rent to foreigners). • Insufficient housing capacities in dorms.
Specific Objective	<ol style="list-style-type: none"> 1. Mapping of particular number of apartments that could be used for social housing. 2. Establishment of cooperation between the municipal authorities, employers, perhaps even investors.
Measures	<ol style="list-style-type: none"> 1. The City will review the <i>generally binding regulation</i> and conditions of social housing/housing rental allocation defined within it in order to enlarge the group of people to whom such housing could be allocated in case they find themselves in a critical situation and without regard of their citizenship. 2. The City will define in more details the categories of foreigners falling under social housing sphere (current legal status, family status, income, possible support from the family, larger community, etc.) from among entitled persons defined by the Act No 443/2010 Coll. on Subsidies for Housing and Social Housing Development – related to the natural persons, does not mention neither citizenship, nor the residence as a condition. 3. Support of housing for rent is defined for the local governments in the Act No 443/2010 Coll. on Subsidies for Housing and Social Housing Development as later amended (subsidies for provision of apartments for rent and related technical facilities) and in the Act No 150/2013 Coll. on State Housing Development Fund as later amended (a loan for provision of apartments for rent and related technical facilities). The combination of these two resources enables financing of housing for rental in amount of 100 % of eligible costs. Support of housing for rent for legal persons is defined by Act No 150/2013 Coll. on State Housing Development Fund as later amended (a loan for provision of apartments for rent, related technical facilities and the land up to the amount of 80 % of eligible costs). 4. The City will allocate certain number of apartments from among existing (the suitable private/municipal rented apartments/facilities) for the purposes of social housing of foreigners during the initial phase of integration, due to the fact that certain categories of foreigners (see point 2) have only limited funds to ensure the commercial housing. Information on mapped available housing in the City will also be provided to the Migration Office (for synergy in solution of housing for beneficiaries of international protection). <ul style="list-style-type: none"> • Apartments for people in need (for a period of 1-3-5 years) • Apartments for university graduates (for a determined period). <p>Note: It is necessary to avoid the spatial segregation/concentration of people from the same group at the same place.</p>

	<p>5. The City will determine the quotas of 1 – 2 % of all planned apartments for rent/social housing to be built for the beneficiaries of international protection</p> <p>6. The City will develop initiatives leading to the construction of apartments for rent/social housing in cooperation with the developers and investors whose activities require arrival of higher number of foreigners to the City in the coming years. The land will be allocated by the City within the urban plan for the purposes of rental and social housing construction.</p> <p>7. Information and advisory services will be provided by the City in the area of housing of foreigners (both online and on website).</p> <p>8. Partnership will be created between the City and NGOs to provide housing services.</p> <p>9. Foreigners will participate in the work of the <i>Social and Housing Committee</i> at the City Council (e.g. by approaching them through the non-profit organisations who are in contact with foreigners) and will also deal with the topic of housing of foreigners.</p> <p>10. Information campaign will be proposed for the owners of apartments on how to rent to foreigners and provide approval with application form for permanent residence of foreigners.</p> <p>11. While solving the housing issues, the City will initiate communication with the employers who employ foreigners.</p> <p>12. The City, in cooperation with the employers, will initiate the program of starting housing for the employees coming from the third-countries to fill in the shortage of labour force in certain areas.</p> <p>13. During the construction of new housing estates/units (on the land that was originally owned by the City), the City will define the condition for the investor to build certain number of apartments to serve for the purposes of social housing.</p> <p>14. The City will communicate the social housing provision to the public (conditions of housing) in order to avoid misinterpretation of this service.</p>
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4. EDUCATION MEASURES

Problem	<p>1. Placement of the children of foreigners, including the children of beneficiaries of international protection into the pre-school facilities. It is nearly impossible before the age of five, which slows down the process of integration for both mother and child.</p> <p>2. Adaptation of children of foreigners into the system of elementary schools.</p> <p>3. Language barrier of university students from abroad. They only start learning the Slovak language after their admission to the university which causes many difficulties in their study as well as in everyday life.</p> <p>4. Language barrier of adults.</p>
Specific Objective	<p>1. To include non-Slovak speaking children into the education process as soon as possible (primary or secondary school).</p> <p>2. To reduce the language barrier of students starting the university and to make the study at the Košice universities more effective.</p> <p>3. To create sufficient offer of the Slovak language courses for adults at various levels.</p>
Measures	<p>1. The City/the City Wards as founders of the nursery (pre-school) and primary schools will create a network of several schools in the City specialising in children with other than the Slovak mother tongue (in parallel with Slovak children education, i.e. inclusive nurseries and primary schools).</p> <p>2. The City will support the schools (see point 1): by financial grants to strengthen the teaching staff by including the classroom assistants, by recommending and/or financing of specialised teachers' training, by organising "study tour" to the schools abroad who have experience in migrants children's education, by financial support for the special textbooks and tools purchase, by recommendations on curriculum modification, by organising of regular meetings of these schools representatives in order to exchange their experience, mutual support, etc. We also recommend the publication <i>The Education of Children of Foreigners in Slovakia</i>²² published in 2011 by The Milan Šimečka Foundation and The Centre for the Research of Ethnicity and Culture.</p> <p>3. The City, in cooperation with the universities, will streamline the process of foreign students' admission:</p> <ul style="list-style-type: none"> • By enabling the submission of application by foreign students in the English language, or at least by provision of instructions in English on how to fill in the Slovak application, • Through organising of preparatory Slovak language courses for applicants at the university and by giving the preference or providing the advantage while accessing university to the students with sufficient knowledge of the Slovak language. • By simplifying of the process of secondary education diploma verification at the District Office in Košice – Department of Education, or by enabling the verification to be performed directly by a selected faculty of a given university (at the moment, some faculties of the Pavol Jozef Šafárik University in Košice enable such verification).

	<p>4. The City, in cooperation with the universities, will initiate the Slovak language preparatory course for foreign students which would be general (elementary Slovak for everyday situations), and Slovak for specific branch of study a foreign student intends to attend (in other countries, it is called the “zero year”).</p> <p>5. The City, in cooperation with the organisations such as IOM or other non-profit organisations, will review the effectivity of the existing Slovak language courses for foreigners – not only for students, but also for the adults in general (e.g. by means of questionnaires, structured interviews, etc.). The current system of language teaching can be made more effective by e.g. shortening of courses for beginners, higher frequency of beginner courses opening for new groups during the year, by adding the next level (intermediate level to be added to the beginners and advanced courses), or by evening classes held after work. It will also review the quality of provided courses (introduction of standard program) and existing capacities of the Slovak language teaching and, if needed, the resources will be allocated in order to increase the capacity.</p> <p>6. The City, in cooperation with the Volunteer Centre of Košice Region, will initiate a volunteer program aimed at mentoring. The Košice volunteers could help with practical part of the Slovak language teaching and conversation. The program as well as the volunteers themselves would speed up the daily integration of foreigners.</p>
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5. MEASURES IN THE SPHERE OF SOCIAL SERVICES

Problem	<ol style="list-style-type: none"> 1. Foreigners are not aware of social services offered by the City. 2. The City is not prepared to provide the services directly to foreigners – language barrier, cultural barrier, absencing knowledge of specific sides of social work with foreigners. 3. Non-existent community/integration centre for foreigners. 4. Foreigners’ housing issues – urban planning – danger of ghetto formation, segregation; non-existence of social housing for the most vulnerable groups of foreigners.
Specific Objective	<ol style="list-style-type: none"> 1. Provision of information on social services provided by the City to foreigners. 2. Provision of training of the City’s employees or employees providing social services. 3. Creation of community/integration centre for foreigners. 4. To make sure the issues of foreigners’ housing are being solved.
Measures	<ol style="list-style-type: none"> 1. Creation of information leaflets in various language versions / creation of a separate section on the website of the City in various language versions containing information on social services provided by the City. Cooperation with the OCP Košice and Michalovce – distribution of leaflets to the OCP as well. 2. Creation/allocation of already existing post – employee responsible for the issues of migrant’s integration within the Municipality of the City of Košice. 3. Participation of the employees of municipality and/or employees of social services providers in various intercultural trainings, social and legal trainings in integration of foreigners; the possibilities to participate in the study trips abroad – best practice sharing; support of language training of municipal employees. 4. To use existing community/integration centres of the City as a pilot for the needs of foreigners, followed by establishment of the Community Centre for Foreigners. 5. While preparing the new plans of the City – e.g. Economic and Social Development Plan, City Development Plan or other strategic document within urban planning, it is necessary to think of foreigners as a target group with the aim to prevent creation of ghettos and segregation and provide social housing to the vulnerable persons – foreigners. See the part on HOUSING.

²² <http://cvek.sk/wp-content/uploads/2015/11/Vzdelavanie-deti-cudzincov-pr%C3%ADklady-dobrej-praxe.pdf>

6. MEASURES FOR SOCIAL AND CULTURAL INTEGRATION, COMMUNICATION WITH PUBLIC

Problem	<ol style="list-style-type: none"> 1. Foreigners including TCN are still not very visible individuals. 2. They are perceived by the public as a whole and very often subject of prejudice and negative attitude. 3. The public does not recognise the positive impact of their presence.
Specific Objective	<ol style="list-style-type: none"> 1. Support of TCN and their communities in social and cultural integration. 2. Active work with the public opinion and improvement of human relationships at the local level via communication campaign explaining advantages of migration for the City (contrary to the fear spread by conspirators, alternative media or populists).
Measures	<ol style="list-style-type: none"> 1. The City will continue to provide the backing of cultural and social events organised by non-profit organisations, communities of foreigners, associations and, if needed, it will also provide other assistance (e.g. official permit issuance, organisation assistance, etc.). If an event is organised under the auspices of the City, it usually attracts more attention of citizens. 2. The City will continue to organise the “Festival of Diversity”, and increase the number of events for foreigners, including TCN during which they will be presented as a natural part of the City. 3. During the popular event “The Košice City Days”, the space will be created for foreigners for their presentation, e.g. as a creative section or as a part of the program. 4. The City, in cooperation with K13, will initiate the creative events in the SPOTs to join the local citizens with the new neighbours. Small “neighbourhood” events such as e.g. picnics, street festivals, photography/art exhibitions, workshops, charity bazaars, music events, etc.). 5. The City will prepare the grant scheme aimed exclusively at the minorities and communities of foreigners that would provide the bottom-up support of their initiatives, their engagement as citizens and their social inclusion. 6. The City will prepare the communication campaign aimed at the wide public. The Municipality of the City of Košice is respected by local citizens, it has the most options to influence the perception of minorities by majority population and thus, it can set up the tone of discussion on TCN and migrants. The campaign should speak about benefits that foreigners bring to Košice.

7. MEASURES FOR VISION AND CITY INTEGRATION SERVICES

Problem	<ol style="list-style-type: none"> 1. The officials of self-government do not have the updated information on national policies and measures related to the topic of integration (health care, employment, education), that is why it is difficult to prepare any strategy at the local level. Also, they do not have statistics on the presence of foreigners in Košice, number of work permits issued to them, countries of their origin, reasons of their arrival to Košice, they are not aware that foreigners have some requirements/needs, etc. 2. There is no integration policy/strategic document and no vision on integration of foreigners at the local level in the City of Košice. 3. There are no contact points, first contact points for foreigners which is the reason why they feel lost at the beginning of their stay in Košice. There is a very weak support and complicated communication in the offices of public administration, it is not easy to obtain the precise information, TCN complain they cannot find the way, they do not know their rights and possibilities. Provision of information lies on the shoulders of non-profit organisations or foreigners themselves who provide the mutual advice on the social media. 4. At the moment, the Foreign Police is the first contact point, where the waiting times are intolerably long (sleeping overnight in front of the building in order to be able to be the first in the queue on the next day), and ineffective system of applications processing. 5. The official forms are mostly available only in Slovak and the employees are not able to provide the information. 6. The City provides only a minimal support of integration initiatives, which are organised by non-profit organisations in Košice, volunteers, cultural institutions, schools, etc.
Specific Objective	<ol style="list-style-type: none"> 1. The employees of the Municipality of the City of Košice or other institutions understand the notions such as migration and integration and they are aware of the situation related to the presence of foreigners in the City, statistics, their specifics and needs. 2. The City of Košice has a basic vision of integration of foreigners and defined priorities in this sphere. The integration efforts aimed at foreigners should be based on the idea of: “We are interested in you and we want to help you settle”. 3. The City of Košice prepared and approved the document for TCN integration as the trend of rising number of TCN in Košice is apparent. 4. The “first contact point” or the so called one-stop-shop is established and managed by the City and provides the basic information on legislation/legal counselling, cultural orientation, information on language or other courses and directions to other organisations providing further specific services. There is a handbook/brochure available containing practical information at the local level. The first contact point provides moral support to foreigners – the individual will not feel so lonely in a new environment.

	<ol style="list-style-type: none"> 5. Creation of special independent website with information needed for foreigners. 6. More effective cooperation with the Foreign Police, sharing of the database and statistics. 7. Active cooperation with the non-profit organisations, schools, public administration offices, communities of foreigners and further stakeholders involved in the integration process.
Measures	<ol style="list-style-type: none"> 1. The City will organise trainings for its employees (in cooperation with the Migration Office, relevant ministries, non-profit organisations) with the aim to inform the relevant employees of self-government about the migration and integration issues and the current situation in Košice. It is necessary to present the issue of migration and its benefits the City will enjoy provided it will implement the approved strategy of TCN' integration. 2. The City will define its vision and priorities in migration and integration of foreigners. 3. The City will prepare and approve the document that will become a strategic material for the integration of foreigners in the City of Košice.²³ The documents such as this <i>Integration of Foreigners in the City of Košice</i>, <i>The Košice City Audit Report</i>, <i>The Regional Integration Concept</i> or further materials may provide the background for such a document. 4. A regular (once in two years) review of the document will be prepared by the City and the document will be updated for the future period. 5. The City Council will create the committees as advisory and initiative bodies based on the relevant provisions of the Act on the City of Košice and Act on the General Establishment. Some of the City Council's already established committees might include the issue of foreigners into their agenda. 6. It is also needed to start to inform the deputies and City Wards and ask them for their feedback on this issue. 7. The City will arrange the one-stop-shop for foreigners in the building of the Municipality of the City of Košice. The newly established one-stop-shop in Bratislava, City Ward of Rača,²⁴ online publication in English,²⁵ or emerging centre in Nitra,²⁶ or initiatives taken in Svidník²⁷ may serve as a good inspiration.

²³ The Strategy of Foreign Work Force Mobility in the Slovak Republic mentions one of its assignments: To prepare the local integration strategies, an important tool for maintenance of social cohesion, conflict prevention, segregation and ghetto formation within the amendment of the "Integration Policy of the Slovak Republic". Reasoning: The key to a successful integration process is the involvement of both regional and local level – in the place of legal residence, foreigners do not only work but they are also a part of local communities – which means that the real integration takes place in jobs, communities, neighbourhoods, restaurants, blocks of flats, hostels, etc. MPSVR SR – The Ministry of Labour, Social Affairs and Family of the Slovak Republic will offer (or mediate) professional assistance to the self-governing regions during the preparation of local integration strategies. Method of implementation: preparation of local integration strategies. Responsible: Towns, municipalities and self-governing regions with the MPSVR SR. Impact on public administration budget: no impact.

²⁴ <https://www.raca.sk/projekt-youmig>

²⁵ <https://www.raca.sk/raca>

²⁶ <https://www.nitra.sk/Files/ShowFile/69944>

²⁷ http://archiv.svidnik.sk/data/files/dokumenty/lokalna_stregetgia_integracie_cudzincov.pdf

	<ol style="list-style-type: none"> 8. The City will arrange for a special website containing basic information in Slovak and other languages as well as the navigation to the other institutions where more detailed info will be provided. Prague, its detailed website²⁸ and a mobile application Prager²⁹ represent an excellent example, see the frame. 9. The City will initiate the active cooperation with the Foreign Police and schedule the regular meetings. It is necessary to share the information on the data on the presence of foreigners in Košice that have impact on the proposed policies and measures. The City will also provide feedback on the work of Foreign Police, see the frame. 10. The City will create the partnerships with other stakeholders in the area of integration of foreigners (national institutions such as the Migration Office of the Slovak Republic, public administration offices such as e.g. The Central Office of Labour, Social Affairs and Family, The Foreign Police, non-profit organisation such as Marginal, Human Rights League, Marina, ETP Slovakia, etc., IOM, schools, church organisations, scientists and experts, etc.).
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Oleg, Ukraine:

On „Foreigners in Košice “ online portal

Regarding the fact that the orientation in Slovak laws and regulations is very demanding for foreigners, we propose to create a transparent website and mobile application that would provide all necessary information on visa required to enter Slovakia and Schengen, procedure for Slovak residence permit granting, opening hours of the Foreign Police, relevant laws, printed forms, running courses of the Slovak language, retraining courses, housing possibilities, etc.

The website would be mainly for foreigners living in Košice. It should be available in several language versions, in the statistically most used languages in the town.

The website/application should serve as a navigation for foreigners where they will be able to find the most important information about the town and orientation, contacts, instructions and procedures that would make their everyday life in Košice easier. The website would also provide the basic information on the history of the town, public transportation, cultural and sport events and possibilities to participate in the public life with the aim to integrate deeper and sooner into the Slovak environment as well as into the traditions and habits in Slovakia.

The City map may be one of the useful functions that will depict not only all-important institutions (e.g. the police, notary, hospitals, language courses, translating agency), but also cultural and historical sights.

It should be a product available in foreign languages.

²⁸ <http://metropolevsech.eu/cs/>

²⁹ <http://prager.icpraha.com/>

**Oleg, Ukraine:
On Foreign Police**

At present, the procedure of submitting the residence permit application is quite simple, although there is a lot of red tape. The whole process is unpleasant due to the non-availability of Foreign Police for foreigners. Due to the huge inflow of foreign students to Košice this year, the waiting queues at the police were very long. People were waiting at the entrance the whole night from 10 p.m. until the opening (7:30 a.m.). This problem could be solved by opening the portal with electronic waiting list enabling the registration of the name or passport number for specific time suitable for the applicant. The similar system is being used by The Embassy of the Slovak Republic in Ukraine. This method helps avoid long lines and conflicts.

Many foreigners who do not know the procedures and laws in advance, come to the police without the documents in order to ask questions. By answering their queries, the policemen are wasting the time they might use for a real application processing. These situations are quite frequent and it is necessary to solve them by e.g. opening the information helpdesk where the trained employee could provide the information to foreigners. This employee could also check everybody's documents upon arrival. In case the documents are not complete, the client would not have to queue in line to get this basic information. Here, the clients could also get the instructions on how to proceed and what documents to bring next time, they could also get the map of Košice and promotion leaflets.

This system could shorten the waiting time significantly and improve the first impression on Košice, as the first steps of foreigners often lead to the Foreign Police.

Another step to improve the situation at the Foreign Police would be to provide additional staff during the busiest periods, i.e. in September-October.

Best Practice Example: Integration of Foreigners in Prague

Similarly, as Prague, Košice has also maintained its multicultural identity for a long time. It is the city that was always kind, tolerant and hospitable to the people of various nationalities and ethnicities representing various cultures.

The best practice examples from Prague on how to regulate the integration of foreigners in a systematic and professional way may be also inspiring for Košice and its citizens.

In 2012 the Municipality of the City of Prague established a non-profit organisation the Prague Integration Centre (PIC) providing professional counselling to foreigners at six places in Prague. The PIC was established with the aim to effectively coordinate all activities and cooperate with other partners in integration of foreigners coming from the non-EU countries and staying legally in the Czech Republic. The PIC believes that integration is a bilateral process and that is why it organises the activities aimed at the Czech public.

The PIC provides free legal and social assistance to foreigners, the PIC employees accompany foreigners at the offices and help them organise various matters, they accompany the clients during the visit at the doctor, in the hospitals, schools, while looking for a job, they organise regular and long-term courses of the Czech language as well as cultural and sport events for the children and adults.

Prague has a special website for foreigners available in several language mutations that is devoted *"mainly for male and female migrants living in Prague"*. Website is a source of information on various activities for foreigners, including the contacts of various institutions and organisations helping foreigners, but also information on where and how foreigners can participate in the public life to be able to quickly integrate in their new home, the capital of the Czech Republic.

The mobile application Prager represents an innovation in provision of services to Prague citizens, it is available in four languages (English, Czech, Russian and Vietnamese), enabling foreigners to have basic information on the life in Prague, the names and contacts of important institutions, health care facilities as well as the overview of the Czech social and education system at all times.

